



DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

SEP 17 2014

MEMORANDUM FOR DEPUTY CHIEF OF NAVAL OPERATIONS (MANPOWER,
PERSONNEL, TRAINING & EDUCATION)(N1)/
CHIEF OF NAVAL PERSONNEL
DEPUTY COMMANDANT OF THE MARINE CORPS
(MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Authorization for Payment of Hardship Duty Pay - Tempo

References:

- (a) Acting Assistant Secretary of Defense (Readiness and Force Management) Memorandum, *Department of the Navy Program for Payment of Hardship Duty Pay – Tempo*, September 17, 2014
- (b) Principal Deputy Undersecretary of Defense (PDUSD) Memorandum, *Hardship Duty Pay – Tempo*, October 1, 2008
- (c) Acting Under Secretary of Defense (Personnel & Readiness) Memorandum, *Under Secretary of Defense (Personnel & Readiness) Deployment-to-Dwell, Mobilization-to-Dwell Policy Revision*, November 1, 2013
- (d) Under Secretary of Defense (Personnel & Readiness) Memorandum, *Continuation of Pay and Allowances While Hospitalized for Treatment*, May 15, 2008

Effective immediately, per reference (a), I direct the Navy and Marine Corps to pay Hardship Duty Pay - Tempo (HDP-T) for the purpose of compensating Sailors and Marines for extended operational deployments. HDP-T accumulation, in addition to the requirements delineated in reference (a), shall be counted and rates paid equally for both the Navy and Marine Corps.

In addition to the requirements in references (a) through (d), the following guidance is issued to manage the HDP-T program in an effective and coordinated manner:

- (1) In accordance with 37 USC 305, HDP-T will be paid at a monthly rate of \$495, prorated daily at \$16.50. Eligible members will begin earning HDP-T on the day immediately following the 220th consecutive day of an operational deployment.
- (2) Personnel in receipt of HDP-T under section 37 USC 305 are not authorized to receive High Deployment Allowance under section 37 USC 436 should it be reinstated in the future.
- (3) Leave while deployed shall not count as deployed time. The following exceptions apply:

SUBJECT: Authorization for Payment of Hardship Duty Pay - Tempo

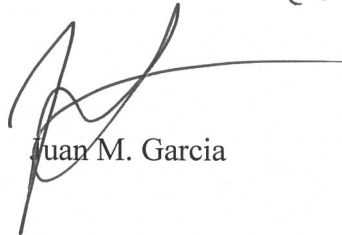
- a. Chargeable leave that is taken in order to be exempted from duty requirements or watch standing requirements while deployed will be counted as deployed time, for a period not to exceed nine days. Any leave period greater than nine days, whether in a deployed area or not, shall not count as an operational deployment event and shall reset the member's operational deployment counter to zero.
 - b. Emergency Leave. For the purposes of HDP-T payment, emergency leave is defined as chargeable leave that was not planned but is requested because a family emergency or crisis has occurred such that the member shall be afforded the opportunity to return from deployment immediately.
 - i. Time on emergency leave shall not be counted as deployed time even if leave is taken in an area away from permanent duty station or homeport. When emergency leave is taken, the operational deployment event shall be stopped on the date leave commences. A new operational deployment event shall be started effective the date of return from leave. This will automatically break the consecutive nature of the operational deployment.
 - ii. However, due to the special circumstances of emergency leave, Department of the Navy policy is that units may manually calculate a member's consecutive deployed days as if the deployment paused (i.e., operational deployment counter is "frozen") for the duration of the emergency leave. If the member is eligible for HDP-T using this manual calculation, the Commander, Commanding Officer (CO), or Officer in Charge (OIC) may authorize payment of HDP-T.
- (4) When a member is deployed and requires hospitalization away from the permanent duty station or homeport, the member is still considered deployed. If a line of duty investigation determines injuries are due to member's misconduct, then deployment days do not accrue.
- (5) If a member is deployed and requires hospitalization at the permanent duty station or homeport, then the member is no longer considered deployed.
- (6) In accordance with reference (d), pay and allowances, to include HDP-T, shall continue to be paid to Active and Reserve members who, in the line of duty, incur a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness, even if hospitalized for treatment in the location of their permanent duty station or homeport.
- (7) If a member is on an operational deployment and performs Temporary Duty away from the deployed unit but not at the permanent duty station or homeport, the member is still considered in an operational deployment status. For example, a

SUBJECT: Authorization for Payment of Hardship Duty Pay - Tempo

member who is on an operational deployment (away from his Permanent Duty Station in Norfolk) to Afghanistan but travels to Tampa, Florida, for a security assistance working group meeting is considered in an operational deployment status.

- (8) If a member is confined to a ship during deployment, such that the member is restricted from performing normal duties, then the member is not considered deployed during the confinement. This does not include members who are restricted to the ship but still performing normal duties.
- (9) Service members on TDY orders, greater than 6 months and qualifying for per diem, inside the contiguous United States (CONUS) or a non-foreign OCONUS area, are ineligible for HDP-T.

This authority shall remain in effect until rescinded or through September 30, 2016, whichever occurs first. Authority to make HDP-T payments shall expire as of October 1, 2016. Additionally, the Navy and Marine Corps shall provide an execution report on the effectiveness of this program via my office to Deputy Assistant Secretary of Defense (Military Personnel Policy) no later than September 1, 2016.



Juan M. Garcia

Copy to:
ODUSD (P&R) (MPP)